

COMMONWEALTH OF MASSACHUSETTS

CITY OF LOWELL

In City Council

VOTE

Authorizing the City Council to Ratify and Approve the execution by the City Manager of the Memorandum of Understanding between the City of Lowell and Local 2532, AFSCME Council 93 covering the period July 1, 2021 through June 30, 2024.

In accordance with Massachusetts General Laws, Chapter 150E, Section 7(b), a Memorandum of Understanding between the City of Lowell and Local 2532, AFSCME Council 93 covering the period July 1, 2021 through June 30, 2024 has been reached by the City of Lowell, acting through its City Manager, as the collective bargaining representative, and AFSCME Local 2532, which agreement covers the items negotiated over the past few months with the Union; and

That funds necessary to cover the cost of this agreement are requested herewith; and

It is necessary that the City Council approve the expenditure of the funds pursuant to the AFSCME Local 2532 Memorandum of Understanding; and

The City Manager requests and recommends approval of said Agreement, a copy of which is attached and marked "A".

NOW, THEREFORE, BE IT VOTED BY THE CITY COUNCIL OF THE CITY OF LOWELL, as follows:

That the City Council of the City of Lowell hereby ratifies and approves the execution by the City Manager of the City of Lowell of the Memorandum of Understanding between the City of Lowell and AFSCME Local 2532 covering the period July 1, 2021 through June 30, 2024, the terms of which are outlined in the attached "Memorandum of Understanding", and further authorize the expenditure of funds for this Agreement.

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF LOWELL AND
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, STATE COUNCIL 93, LOCAL 2532**

**RE: COLLECTIVE BARGAINING AGREEMENT
FOR JULY 1, 2021 – JUNE 30, 2024**

The City of Lowell ("the City") and the American Federation of State, County, and Municipal Employees, State Council 93, Local 2532 ("the Union"), hereby agree to the following terms and conditions of this Memorandum of Understanding:

1. Salary:

- a. Year 1 (July 1, 2021 – June 30, 2022)
 - i. There shall be a 2.5% increase in salary for all employees in the Union, effective on the first day (July 1, 2021) for the fiscal year July 1, 2021 to June 30, 2022. Employees in the Union shall receive retroactive pay back to July 1, 2021.
- b. Year 2 (July 1, 2022 – June 30, 2023)
 - i. There shall be a 2.5% increase in salary for all employees in the union effective on the first day (July 1, 2022) for the fiscal year July 1, 2022 to June 30, 2023.
- c. Year 3 (July 1, 2023 – June 30, 2024)
 - i. There shall be a 2.5% increase in salary for all employees in the union effective on the first day (July 1, 2023) for the fiscal year July 1, 2023 to June 30, 2024.

2. Vacation Day Increments

- a. The City and Union agree to change the language of Article XXII, Section 3 to permit the use of vacation time in one hour increments consistent with sick leave. The last sentence of Article XXII, Section 3 shall be replaced with the following:
 - i. Employees shall have the right to use vacation time in one (1) hour increments upon approval of the Department Head.

3. Reimbursement

- a. The City and Union agree to change the language of Article XXXIV, Section 8 to revert the professional development and miscellaneous costs reimbursement to a stipend.
- b. Article XXXIV, Section 8 will be replaced with the following language:
 - i. Section 8: Nurses – Professional Reimbursements.
As of January 1, 2022, the Nursing Staff shall receive a \$400.00 stipend for

professional development and a \$450.00 stipend for miscellaneous costs. Employees shall obtain Department Head approval to attend events covered under this stipend when they occur during regular working hours.

Local 2532 nursing staff shall receive a \$1,500.00 one-time stipend for National Certification.

2 professional days not charged to personal time.

4. Contract Provisions

- a. All provisions of this Memorandum of Understanding shall be incorporated into a comprehensive integrated Collective Bargaining Agreement, which shall contain all provisions of prior contracts and amendments thereto, except as such are changed by this Memorandum of Understanding.

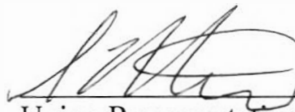
- b. Except as modified herein, all provisions of the present existing Collective Bargaining Agreement integrated contract remain in full force and effect.

Witness our hands and seals this 5 day of OCTOBER, 2021.

CITY OF LOWELL

UNION:

Eileen Donoghue,
City Manager

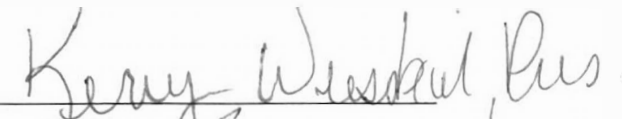

Union Representative *A. SCMI*
CONTRACT 93

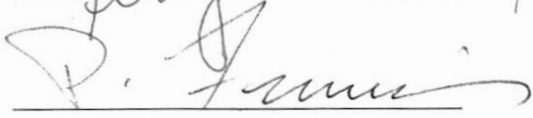
APPROVED AS TO FORM


EMPLOYEE:




Helen Anderson,
Assistant City Solicitor



Kerry Wessford, Pres.


P. Francis


Kerry A. Alexander Sec


Ann Murphy